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**ROCHDALE AFC Mental Health and Wellbeing Plan**

We want to be recognised as a great place to work in terms of mental health and wellbeing. As part of our commitment we will work together to:

* raise our awareness of mental health and wellbeing issues and their impact
* improve our understanding of mental health and how we can help ourselves and each other to promote and maintain good mental health
* ensure coaches and managers have the training and support to enable them to identify when team members may need additional support, build resilience in their teams and create an environment that promotes positive wellbeing
* identify and tackle stigma and discrimination, as part of our wider culture of embracing diversity.

We want to create and foster a culture:

* that promotes good mental health and wellbeing
* in which everyone feels able to talk about and access the support they need, whether for specific mental health issues or more general wellbeing
* that proactively considers the impact of how we work and our working environment on our mental health and wellbeing
* provide effective, timely and good quality support to employees and academy players who are experiencing mental health difficulties

The 3 main focus areas of our Mental Health at Work Plan are:

* developing a culture of openness and understanding
* building a healthy working environment
* providing effective support when employees/academy players need it

**Action Plan To deliver Aims**

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| --- | --- | --- | --- | --- |
| Key Area | Current position | Steps to address | Owner | Completed |
| Encouraging open conversations | Discussed when there are occurrences.  No open dialogue outside of specific safeguarding concerns | Encourage and support managers to have ongoing conversations about wellbeing and mental health with everyone they manage, not just those experiencing mental health difficulties. This could be as simple as ‘checking in’ about how colleagues are feeling during regular catch up meetings.  Seek out suitable training to have 3 mental health first aiders (1 in academy, 1 in first team, 1 in main offices)  Identify Mental Health Champions to lead this programme |  |  |
| Improving the disclosure process | We communicate our commitment to equal opportunities, including in the job advert  Job adverts focus on the requirements of the role and what needs to be done, rather than on specific personality traits  Risk assessment used at appointment stage to allow for any reasonable adjustments for anyone classed as vulnerable | Train line managers to recognise mental health issues  Use of Wellness Action Plan Template by line managers to better support employees | Line Managers |  |
| Building a healthy working environment & Work Life Balance | Varies - some utilise lieu time others choose not to  Working from home allowed  Boxes available if need private working space | Publish holidays remaining quarterly  Ensure flexible working practises are encouraged  Office environment needs brightening up with a redesign of working spaces | Line Managers |  |
| Respect in the workplace | Encourage and enable colleagues to do their best, acknowledge and value diversity, and listen to different views with courtesy  Take seriously concerns about inappropriate behaviour and will respond appropriately | Re-issue updated employee handbook so all are aware of values, policies and commitment to equal opportunities. |  |  |
| Training | none | Provide mental health awareness training to managers and other colleagues  provide access to training packages for managers which will include resilience, positive wellbeing and managing effective teams  Provide more general people management training to ensure that staff are equipped to give and receive feedback, which can help managers and supervisors be aware of when additional support may be required  Continue to liaise, through the Wellbeing and Mental Health and Action Group, with Mind and other similar organisations to identify good training opportunities relating to mental health and wellbeing | Mental Health Champions |  |
| Provision of Support inhouse | Club GP & Chaplain offers support | Contact details circulated to all  Poster on Notice boards highlighting support available |  |  |
| Monitoring | Nothing in place | Survey monkey feedback sought annually |  |  |

**Support Available:**

**Safeguarding Leads & Link to Club GP & Chaplain**:

 Online resource: Information & advice on a huge range of mental health topics

**Mind Infoline**: The Mind Infoline can help you to find out what services are available in your area.

You can call them on **0300 123 3393** email info@mind.org.uk or text **86463.** They are open 9am-6pm, Monday to Friday

**Rethink Mental Illness**: Founded 40 years ago through voluntary groups for people affected by mental illness, Rethink Mental Illness have over 100 groups in England. Call them on **0300 5000 927**

**Samaritans**: Call free on 116 123

**Childline: 0800 1111**

**If you need urgent help**

For urgent medical attention, your options are Accident & Emergency (A&E) and Emergency GP appointments. For urgent medical advice you can call the NHS 111 (England) or NHS Direct (Wales).

Use the online tool on Mind if You feel that yourself or someone you know needs urgent help. <https://www.mind.org.uk/need-urgent-help/using-this-tool/>